

Sexual Harassment Prevention:

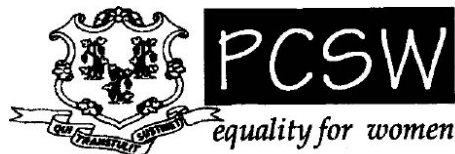
Training Consultants

We are pleased to provide this list in order to assist employers in complying with C.G.S.A. §§ 46a-54-200 - 46a-54-207. This state law requires all employers with 50 or more employees to provide at least two hours of sexual harassment prevention response training to all current supervisors and new supervisors within six months of hire or promotion to a supervisory position. It also encourages an update training every 3 years. The state regulations, as well as a sample poster for the workplace and Historical Statistics for Sexual Harassment Caseload, are attached as appendices. Pages 1-20 list Trainers in CT, Pages 21-26 list out-of-state Trainers.

This list of Sexual Harassment Training Consultants has been compiled by the Permanent Commission on the Status of Women (PCSW) as a public service. Individuals and organizations are invited to provide information about their services. PCSW has not screened or in any way evaluated the sexual harassment prevention training provided by those listed. PCSW does not endorse the trainers listed or certify the services provided as appropriate. Training consultants not listed may also be willing and qualified to provide sexual harassment prevention training.

Updated August 3, 2005 by Kristin Mikolowsky, PCSW Intern

If a trainer would like to be listed in our next update, please provide PCSW Public Information Officer, Barbara Potopowitz, with the information included in this listing.



Permanent Commission on the Status of Women

18-20 Trinity Street, Hartford CT 06106

(860) 240-8300 – phone

(860) 240-8314 – fax

pcsw@cga.ct.gov - e-mail

www.cga.ct.gov/pcsw - web address

Organization	<i>A. Bates Lyons & Associates</i>	
Contact Name	A. Bates Lyons 212 Carriage Lane Torrington, CT 06790	
Telephone	(860) 489-5524	Cell (860) 614-0893
Fax	(860) 489-3352	TDD N/A
E-Mail	ablyonsden@aol.com	
Professional Credentials	Management consultant trainer for 11 years; service offered for both educational and business settings.	
Academic Credentials	M.B.A., Columbia University.	
Experience	Full Time	Years 15
Fee	2 hour training session: \$700	
Second Language	No	

Organization	<i>Acosta Dispute Resolution, LLC</i>	
Contact Name	Ruben E. Acosta, Esq. P.O. Box 550 West Simsbury, CT 06092	
Telephone	(860) 658-1454	
Fax	(860) 658-1454	TDD N/A
E-Mail	attorneyacosta@earthlink.net	
Professional Credentials	Adjunct faculty at the Hartford College for Women Legal Assistant Program; former Hearing Officer (CHRO) for eight years; Pro Bono Mediator (EEOC); over 25 years' experience in: labor/employment law & human resources (both governmental and private sector).	
Academic Credentials	J.D. (in CT); B.A.; 40 hours of formal classroom training in mediation.	
Experience	Extensive experience in the subject due to hands on involvement with complaint processing, investigation, conciliation and adjudication; alternative dispute resolution provider dealing with the conciliation/arbitration of sex discrimination and sexual harassment claims. Significant involvement with the subject through day to day human resource administration and labor relations experience.	
Fee	Negotiable	
Second Language	Spanish	

Organization	<i>Cacace, Tusch & Santagata</i>
Contact Name	Katherine T. Blakeslee, Esq. 777 Summer Street Stamford, CT 06801
Telephone	(203) 327-2000 x 144
Fax	(203) 353-3392 TDD N/A
E-Mail	kblakeslee@lawcts.com
Professional Credentials	Practicing law since 1988; certificates provided for each participant completing training sessions. Training sessions focused towards business settings (either at 777 Summer Street or Client's place of business).
Academic Credentials	B.A. w/ honors, Wellesley College; J.D. w/ honors, law clinical work, University of Bridgeport School of Law.
Experience	Full Time Years 8
Fee	2 hour training session: \$525
Second Language	No

Organization	<i>Center for Work and Family</i>
Contact Name	Leila M. Shepard 21 Chicago Avenue Groton, CT 06340
Telephone	(860) 437-2188
Fax	(860) 449-5791 TDD N/A
E-Mail	lshepard@ucfs.org
Professional Credentials	Licensed professional counselor; certified employee assistance professional; 10 years college teaching experience; 35+ years as a psychotherapist and trainer.
Academic Credentials	M.Ed., Counseling; C.A.G.S., Marriage and Family Counseling.
Experience	Full Time Years 25+
Fee	2 hour training session: \$400
Second Language	No

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Organization	<i>Diana Waller Associates, Inc.</i>
Contact Name	Diana Waller-Genotti, SPHR 21 Mayflower Road Marlborough, CT 06447
Telephone	(860) 295-9550
Fax	(860) 295-9551
Email	ddwaller1@cs.com
Website	www.practicalhr.com
Professional Credentials	Over twenty-five years of direct HR experience and 8 years of HR consulting. Provides customized sexual harassment training specific to meet the clients need. Also, conducts third party sexual harassment investigations. Volunteered as a Sexual Abuse Counselor for a Sexual Assault Crisis Center. Conducts programs for municipalities, educational systems, non-profits and for profits. Certified in the State of Connecticut's Small Contractors Set Aside Program – Woman Owned Business.
Academic Credentials	B.S. Business Quinnipiac University; M.S. Management and Technology RPI; Certified with the Society for Human Resource Management.
Experience	25 years direct experience, 8 years as a consultant/trainer
Fee	Negotiable, based on customization
Second Language	No

Organization	<i>DJ Dunn Consultant</i>
Contact Name	David J. Dunn 3380 Main Street Stratford, CT 06614
Telephone	(203) 378-6857
Fax	(203) 381-9686 TDD N/A
E-Mail	ddunnconsulting@snet.net
Professional Credentials	International Personnel Management Association - Certified Professional (IPMA-CP); 25+ years of professional human resource/labor relations training experience; private and public sector human resource management and sexual harassment training experience.
Academic Credentials	B.A., Liberal Arts/Education, Sacred Heart University; Graduate Studies, University of Connecticut; Advanced Arbitration Advocacy Certification, American Arbitration Association
Experience	Full Time. Extensive Sexual Harassment Training for private employers, private/non-profits, and governmental agencies; presented training workshops for Connecticut Conference of Municipalities, National Public Employer Labor Relations Association, Connecticut Public Employer Labor Relations Association, New England Association of Town and City Managers.
Years	30
Fee	\$400 per 2 hour session minimum; \$50 per person in excess of 8 participants; other fees and services negotiable. Issue certificate and attendance certification to participants and employer. Will tailor training for managers or supervisors, or rank and file.
Second Language	Spanish and Portuguese

Organization	<i>First Management Services, Inc.</i>
Contact Name	Katherine Smith, President 1780 Newfield Avenue Stamford, CT 06903
Telephone	(203) 329-0853
Fax	(203) 274-6400 TDD N/A
E-Mail	firstmanagement@sbcglobal.net
Website	www.firstmanagement.com
Professional Credentials	President and Director of Training Services. Over 25 years professional experience in corporate management, consulting and training, serving various organizations in private and public sector; specializing in technology and start-ups. Former V.P. of Human Resources, International Computers Ltd., Times Mirror, San Francisco State University, Mattel.
Academic Credentials	B.A., Finance; M.B.A., Economics, SUNY – Albany; B.S. and M.B.A., Stanford University.
Experience	Full Time Years 25
Fee	2 hour training session: \$1,500 (Materials for 25 people)
Second Language	American Sign Language and Spanish

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Organization	<i>Future Directives, LLC</i>
Contact Name	Maria Fisher-Proulx, Co-Founder 1035 South Main Street, # 181 Cheshire, CT 06410
Telephone	(203) 699-9390
Fax	(413) 473-6135 TDD N/A
E-Mail	futuredire@aol.com
Professional Credentials	Member of the Human Resource Association of Central CT, The Society of Human Resources Management, and The CT Financial Compensation Association. Chair Person for the Greater New Haven Chamber of Commerce HR Council. Recipient of the 2003 Quinnipiac Chamber of Commerce "Star of the Year Award." Service focused towards both educational and business settings.
Academic Credentials	B.S., Education & Sociology, University of Southern CT; Human Resource Certification, University of New Haven; Graduate of CT & National School of Finance & Management.
Experience	Full Time Years 20
Fee	2 hour training session: Fee negotiable, depending on size of group
Second Language	No

Organization	<i>Galos & Associates, LLC</i>
Contact Name	Jodie-Beth Galos, Esq., SPHR PO Box 100 Salisbury, CT 06068
Telephone	(860) 435-4910
Fax	(860) 435-4939
Email	Jodie-beth@jbgalos.com
Website	www.jbgalos.com
Professional Credentials	Former Senior Vice President, Fortune 100 Company, Training, Employment Law, Human Resources and Quality Practicing Employment Lawyer, representing management. National Public Speaker, skilled at presenting 150+ different executive, management, and employee training topics. Significant experience in designing and facilitating supervisor, employee, executive and train-the-trainer harassment and discrimination prevention workshops, policies and practices. Worked closely with diversity councils and taskforces in harassment and discrimination prevention culture change. Served as an executive coach in remedial situations. Designed and conducted Diversity and Sexual Harassment Prevention Programs for Judges in the Judicial Branch of the State of Connecticut, Certified State of Connecticut Set-Aside Women Owned Business, Neutral Arbitrator in employment discrimination cases, National Association Securities Dealers (NASD).
Academic Credentials	J.D., Boston University School of Law; B.A. Barnard College, Columbia University with honors; certified Senior Human Resources Professional (SPHR)-Society for Human Resources Management (SHRM); Adjunct Faculty-Eastern Connecticut State University.
Experience	Full Time
Years	25+ in Employment Law and Training
Fee	Customized to client need and ability to pay; have donated to Public Service
Second Language	No

Organization	<i>The Human Resource Consortium, LLC</i>
Contact Name	Regan McBain Traub, CPC, SPHR 234 Church Street, 4 th floor New Haven, CT 06510
Telephone	(203) 495-1500
Fax	(203) 495-1514
E-Mail	rtraub@thehrc.com
Website	www.thehrc.com
Professional Credentials	One of six firms selected by State of CT in nationwide search to conduct diversity programs for State agencies. Certified Set-Aside Minority/Woman Owned business since 1996. Managing Principal was selected to lead the redevelopment of the Society for Human Resource Management's presence in the State of Connecticut for 6 years. Two dozen senior level consultants specializing in organization development, culture change, diversity, employee relations, staffing and retention, and behavioral skills development. Consistent "excellent" reviews. Substantial experience in developing and conducting manager, supervisor, employee, and train-the-trainer programs; sexual harassment and discrimination investigations; and EEOC, OFCCP, and DOL compliance.
Academic Credentials	Credentials of consultants include Bachelors, Masters, Ph.D.s, and J.D.s. Majors are typically organization development, human resources management, anthropology, education, counseling, and employment law.
Experience	Full time focus. Consultants have more than 15 years of experience in this field (many are nationally recognized) within public and private sector as internal and external consultants. Our clients range from smaller, rapidly growing entrepreneurial organizations to mid-Market and Fortune 500.
Years	15
Fee	Dependent upon scope of client need.
Second Language	Spanish.

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Organization	<i>Jackson Lewis LLP</i>	
Contact Name	Roger P. Gilson, Jr. 177 Broad Street P.O. Box 251 Stamford, CT 06904	
Telephone	(203) 961-0404	
Fax	(203) 324-4704	TDD N/A
E-Mail	gilsonr@jacksonlewis.com	
Professional Credentials	CT and NY Bars; specializing in labor and employment law for 26 years.	
Academic Credentials	J.D., cum laude, M.P.A., B.A., Syracuse University.	
Experience	Full Time	Years 26
Fee	2 hour session: \$ 850	
Second Language	No	

Organization	<i>Jackson Lewis LLP</i>	
Contact Name	Jeffrey M. Vona 177 Broad Street P.O. Box 251 Stamford, CT 06904-0251	
Telephone	(203) 961-0404	
Fax	(203) 324-4704	TDD N/A
E-Mail	vonaj@jacksonlewis.com	
Professional Credentials	CT, PA, NJ and NY Bars; specializing in labor and employment law.	
Academic Credentials	B.S., Pennsylvania State University, M.B.A., J.D., Villanova University.	
Experience	Full Time	Years 7
Fee	2 hour session: \$ 850	
Second Language	No	

Organization	<i>Jackson Lewis LLP</i>
Contact Name	Susan K. Krell, Esq. 90 State House Square, 8th Floor Hartford, CT 06103-3708
Telephone	(860) 522-0404
Fax	(860) 247-1330 TDD N/A
E-Mail	krells@jacksonlewis.com
Professional Credentials	Employment law attorney specializing in discrimination law on behalf of employers; former staff attorney for Commission on Human Rights and Opportunities.
Academic Credentials	B.A., Queens College; J.D., UConn School of Law.
Experience	Full Time Years 20+
Fee	Call for price range
Second Language	Spanish and Japanese

Organization	<i>Kinlock and Company</i>
Contact Name	Charlotte M. Kinlock 44 Wright Drive Avon, CT 06001
Telephone	(860) 676-2529
Fax	(860) 676-9635 TDD N/A
E-Mail	cmkinlock@yahoo.com
Professional Credentials	Certified as an expert witness by the Connecticut Department of Labor; certified sexual harassment specialist by the Municipal Police Training Council. Has testified as an expert witness on Sexual Harassment.
Academic Credentials	M.S.W. and B.S.
Experience	Full Time Years 20
Fee	3 hour session: \$600 - Nonprofit; \$750 - Corporate
Second Language	No

Organization	<i>LBS Human Resource Consultants</i>	
Contact Name	Lottie B. Scott	
	85 Church Street	
	Norwich, CT 06360	
Telephone	(860) 889-7014	
Fax	(860) 892-4013	TDD N/A
E-Mail	lscott3@mindspring.com	
Professional Credentials	Consultant; over 30 years of experience involving EEOC compliance issues, including sexual harassment; formerly Eastern Region Manager of the CT Commission on Human Rights and Opportunities.	
Academic Credentials	B.S., Human Resources Management, University of Connecticut.	
Experience	Full time	Years 30+
Fee	Negotiable	
Second Language	No	

Organization	<i>Life Skills Associates, LLC</i>	
Contact Name	Deanne Shapiro	
	141 Ballard Drive	
	West Hartford, CT 06119	
Telephone	(860) 236-0238	
Fax	(860) 231-7182	TDD N/A
E-Mail	deanneshapiro@comcast.net	
Professional Credentials	28 years experience in sexual harassment prevention, diversity training, team development, change management, strategic planning, conflict resolution, collaboration, staff and supervisory training, leadership development/executive coaching, and other organizational development training and consulting.	
Academic Credentials	M.A., Columbia University; B.A., Barnard College.	
Experience	Full Time	Years 28
Fee	\$150 hr./2 hr. minimum	
Second Language	No	

Organization	<i>Livingston, Adler, Pulda, Meiklejohn & Kelly</i>	
Contact Name	Ruth L. Pulda, Esq. 557 Prospect Avenue Hartford, CT 06105	
Telephone	(860) 233-9821	
Fax	(860) 232-7818	TDD N/A
E-Mail	rlpulda@lapm.org	
Professional Credentials	Partner in law firm representing plaintiffs and unions in employment matters; legal counsel to the CT Women's Education and Legal Fund (CWEALF); Commissioner of PCSW (1988-1998); member of the National Task Force on Sexual Harassment in the Schools since 1993; Adjunct Professor at University of Connecticut Law School, Women's Rights Clinic; expert witness for sexual harassment cases; conducted numerous sexual harassment training sessions.	
Academic Credentials	J.D., New York University.	
Experience	Full Time	Years 20
Fee	Negotiable	
Second Language	No	

Organization	<i>New Haven Consulting Group</i>	
Contact Name	Alan Pakiela 1 Research Drive Shelton, CT 06484	
Telephone	(203) 926-1526	
Fax	(203) 926-0176	
Email	apakiela@nhcg.com	
Professional Credentials	NHCG, Inc. has been involved in providing compliance and employment law training for over 20 years. We have dozens of highly qualified professionals with a variety of professional certifications. To date, NHCG, Inc. has trained over 250,000 executives, managers, and individual contributors with a high degree of success.	
Academic Credentials	Our current consultant staff has a range of academic credentials, bachelors through doctorate.	
Experience	NGCG, Inc. has been offering training and consulting services in the compliance, diversity, and employment law areas for over 20 years.	
Fee	Negotiable	
Second Language	No	

Organization	<i>Randi Frank Consulting, LLC</i>	
Contact Name	Ms. Randi Frank	
	7 Promontory Drive	
	Wallingford, CT 06492	
Telephone	(203) 284-3707	
Fax	(203) 284-3707	TDD N/A
Email	rfrank05@snet.net	
Professional Credentials	Sexual Harassment Prevention Trainer for 13 Years, Trained by Connecticut Women Education and Legal Fund. Eighteen years of Human Resource Experience. Certified Risk Manager, Certified School Business Manager, CT Certified Women Owned Business. Consultant for five years. Over twenty years of Municipal Government Experience.	
Academic Credentials	BA in Urban Affairs, MPA – Masters in Public Administration, ARM – certified Risk Manager.	
Experience	Full time	Years 13
Fee	Standard 2 hour course - \$300 plus handouts, Specialized course negotiable	
Second Language	No	

Organization	<i>Rosario & Associates, LLC</i>
Contact Name	Rosaida Morales Rosario 25 Clifford Drive West Hartford, CT 06107
Telephone	(860) 985-6134
Fax	(860) 206-0541
E-Mail	RMRosario@comcast.net
Professional Credentials	Rosaida Morales Rosario is the founder and president of Rosario & Associates, a minority-owned small business firm specializing in strategic planning, change management, and organizational development. Ms. Rosario is also a Partner in Rosario/Shapiro Consulting Group. Her other areas of expertise include diversity and cultural competency training, consultation and mediation, leadership development, teambuilding, community collaboration, and program development.
Academic Credentials	She is an alumna of Harvard University's Executive Management Program, the Center for Creative Leadership, the fellowship program in Educational Policy/Institute of Educational Policy, the National Hispanic Leadership Institute, American Leadership Forum, Leadership Greater Hartford, and Wesleyan University, and is a National Coalition Building Institute-certified trainer in prejudice reduction, conflict resolution, and mediation.
Experience	Ms. Rosario has 28 years of experience working extensively with public sector agencies both at the state and municipal levels, college and universities and non-profits and foundations. Specifically, Ms. Rosario has 13 years working on sexual harassment prevention training.
Fee	\$150/hour/2 hour minimum
Second Language	Spanish

Organization	<i>Rosario/Shapiro Consulting Group</i>		
Contact Name	1) Rosaida Morales Rosario 25 Clifford Drive West Hartford, CT 06108		
	2) Deanne Shapiro 141 Ballard Drive West Hartford, CT 06119		
Telephone	1) (860) 985-6134 2) (860) 236-0238		
Fax	1) (860) 206-0541	TDD N/A	
	2) (860) 231-7182		
E-Mail	1) Rmrosario@comcast.net 2) deanneshapiro@comcast.net		
Professional Credentials	Combined 50+ years experience in sexual harassment prevention, diversity training and consultation, team development, strategic planning, change management, conflict resolution, community collaboration, program development, staff and supervisory training, leadership development/executive coaching, and other organizational development training and consulting.		
Academic Credentials	1) B.A., Wesleyan University 2) M.A., Columbia University; B.A., Barnard College		
Experience	Full Time	Years 50+ (Rosario/Shapiro combined)	
Fee	\$150 hr./2 hr. minimum		
Second Language	Spanish (Ms. Rosario)		

Organization	<i>Summerlin & Associates</i>	
Contact Name	Sally Summerlin, GPHR, SPHR 56 Deepwood Road Easton, CT 06612	
Telephone	(203) 459-9793	
Fax	(203) 459-9973	TDD N/A
E-Mail	Summerlins@att.net	
Professional Credentials	Certified Senior Professor in Human Resources (SPHR) by the Society of Human Resources. VP/ Director of Human Resources (10 years) and Consultant (3 years).	
Academic Credentials	B.S. in Industrial Management.	
Experience	Full Time	Years 22
Fee	\$500 for 15 people, \$40 each additional person	
Second Language	No	

Organization	<i>University of Connecticut Women's Center</i>	
Contact Name	Kathleen Holgerson, Director 417 Whitney Road, Unit 1118 Storrs, CT 06269-1118	
Telephone	(860) 486-4738	
Fax	(860) 486-1104	TDD (860) 486-1546
E-Mail	Kathleen.Holgerson@uconn.edu	
Professional Credentials	Experience conducting seminars in sexual harassment prevention training, domestic violence, sexual assault, violence against women and gender equality issues. Primary focus of training is for educational settings, though available to give seminars in business and non-profit settings as well.	
Academic Credentials	B.A., University of Connecticut.	
Experience	Full Time	
Fee	No fee, but donations accepted	
Second Language	No	

Organization	<i>Wake, See, Dimes & Bryniczka</i>	
Contact Name	Douglas E. LoMonte, Esq. 27 Imperial Avenue Westport, CT 06880	
Telephone	(203) 227-9545	
Fax	(203) 226-1641	TDD N/A
E-Mail	dlomonte@wsdb.com	
Professional Credentials	Partner in law firm representing business clients and individuals throughout Connecticut; has conducted sexual harassment training sessions for large and small groups since 1993; interactive presentations with video.	
Academic Credentials	J.D., UConn School of Law; M.S., Taxation, University of New Haven; B.A., History, Trinity College.	
Experience	Full Time	Years 12
Fee	2 hour training sessions: \$700	
Second Language	No	

Organization	<i>Wheeler Clinic Employee Assistance Program</i>	
Contact Name	Marlene Dube 74 East Street, Suite 100 Plainville, CT 06062	
Telephone	(860) 522-3271 x 3380	
Fax	1-800-793-3554	TDD N/A
E-Mail	Mdube@wheelerclinic.org	
Professional Credentials	Ms. Dube has been the General Manager of the Wheeler Clinic Employee Assistance Program since 1995. She was formerly the Executive Director of Regional Alcohol and Drug Abuse Resources, Inc.	
Academic Credentials	MBS from the University of Hartford, M.S. Marriage and Family Counseling from Central CT State University; state-licensed alcohol and drug counselor; Certified Employee Assistance Professional.	
Experience	Ms. Dube has conducted hundreds of sexual harassment prevention trainings for businesses and municipalities throughout CT and NY.	
Years	18 (training experience), 16 (training on sexual harassment issues)	
Fee	\$400 for a 2-hour training	
Second Language	No	

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Organization	<i>Women and Families Center: Sexual Assault Crisis Service</i>
Contact Name	Sharlene Kerelejza, Director; Nathan Cropper, Prevention Coordinator 169 Colony Street Meriden, CT 06451
Telephone	(203) 235-9297 x 33; (203) 624-4576
E-Mail	skerelejza@womenfamilies.org ; ncropper@womenfamilies.org
Professional Credentials	Women and Families Center serves the communities of Meriden, Wallingford, Cheshire, Middlesex County and greater New Haven. Women and Families Center has provided Sexual Assault Crisis Services since 1983, including the provision of community education and primary prevention programs. Ms. Kerelejza, Director of Prevention and Intervention Services, has been actively involved in CT rape crisis services since 1993, has served as an adjunct Sociology professor, and has served as a non-profit manager for over 6 years. Nathan Cropper, Prevention Coordinator, has three years of experience in the sexual violence field, two years in community counseling and has provide numerous prevention presentations to community members and professionals throughout our communities.
Academic Credentials	M.S.W., Columbia University.
Experience	Women and Families Center has been providing Sexual Harassment Prevention and Intervention training since 1983.
Fee	\$300 for standardized 2-hour training for up to 20 people at the employer's site. Customized trainings are available at an increased fee.
Second Language	Spanish

Organization	<i>YWCA of the Hartford Region Sexual Assault Crisis Service (SACS)</i>
Contact Name	Yvette Young or Leah Prescott 135 Broad Street Hartford, CT 06105
Telephone	(860) 522-6666 or (860) 524-5050
Fax	(860) 246-1331 TDD N/A
E-Mail	yvettey@ywcahartford.org ; leahp@ywcahartford.org
Professional Credentials	B.A., M.Ed. (Counseling Psychology).
Academic Credentials	CT SACS certified.
Experience	Yvette Young (5 years); Leah Prescott (2 years)
Fee	1-2 hour session: \$150 - 300
Second Language	Spanish

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Organization	<i>Zeldes, Cooper & Needle, P.C.</i>
Contact Name	Sarah W. Poston, Esq. / Jonathan B. Orleans, Esq. 1000 Lafayette Blvd. P.O. Box 1740 Bridgeport, CT 06601
Telephone	(203) 333-9441
Fax	(203) 333-1489
Professional Credentials	Mr. Orleans is the managing shareholder at Zeldes, Needle & Cooper, P.C., a twenty-seven attorney law firm. Ms. Poston is a senior associate attorney with the firm. Mr. Orleans is the chair of the firm's Employment Law Practice Group, and both he and Ms. Poston focus their practices on employment law, including counseling and advising employers, drafting and reviewing employment policies, and employment-related litigation. They have provided the sexual harassment training required by Connecticut General Statutes Section 46a-54(51) for employers around the state.
Academic Credentials	Mr. Orleans graduated from the New York University School of Law in 1984. He clerked for United States District Judge M. Joseph Blumenfeld, of the District of Connecticut, in 1984-85. Ms. Poston graduated from New York University School of Law in 1993. She clerked for United States District Judges Douglas W. Hillman in 1993-94 and Janet C. Hall, of the District of Connecticut, in 1997-1998.
Experience	Mr. Orleans has been practicing law since 1985. Ms. Poston has been practicing since 1994.
Fee	To be negotiated
Second Language	No

Out of State Trainers:

Organization	<i>Bay State Advisors, Inc.</i>	
Contact Name	Michael M. Sabin	
	12 West Central Street	
	Natick, MA 01760	
Telephone	(508) 650-9285	
Fax	(508) 650-9287	TDD N/A
E-Mail	N/A	
Professional Credentials	Employment law and supervision training for 500+ companies, including sexual harassment seminars.	
Academic Credentials	Staff holds degrees in various disciplines.	
Experience	Full Time	Years 20
Fee	\$300	
Second Language	No	

Organization	<i>The Champion Services Group, Inc.</i>
Contact Name	James A. Champion President and CEO 6501 Northwest 36 th Street Suite 300 Miami, Florida 33166
Telephone	(305) 871-4866
Fax	(305) 871-9077
Email	Jchampion@csgway.com
Website	www.csgway.com
Professional Credentials	Human resources and management consultants with expertise in EEO, Sexual Harassment Prevention and Employment Law. Many consultants are former corporate executives and leaders in labor/employment law, human resources and employee relations. They also have served as EEO investigators and mediators, Affirmative Action Compliance Officers, employment law litigators and expert witnesses.
Academic Credentials	Ph.D., J.D., M.Ed., MBA, B.A. and B.S. degrees collectively held by CSG consultants and staff. They are also certified Court Mediators, Fraud Examiners, SHRM and PHR certified, and certified EEO/Sexual Harassment Prevention trainers by the State of Florida.
Experience	Full-time since 1995 with 30-plus consultants who have more than 25 years of experience in EEO, Diversity, Cultural Competency, Gender Dynamics, Race Relations, Problem Solving and Conflict Resolution. Clients represent both public and private sector, federal government/municipalities, manufacturing, maritime services, travel/hospitality and Fortune 500 companies.
Fee	Customized training to be determined based on clients' needs and expectations. Reduced fees and special consideration for not-for-profit organizations.
Second Language	Spanish

Organization	<i>Drake and Associates, Ltd.</i>
Contact Name	Mary Lou Drake, President 82112 Ehringhaus Chapel Hill, NC 27517-2588
Telephone	(919) 969-9901
Fax	(919) 496-9901 TDD N/A
E-Mail	marylou@drakehr.com
Website	www.drakehr.com
Professional Credentials	Before founding her consulting practice in 1992, Ms. Drake worked for 16 years as an analyst and manager in human resources administration at both Duke University and UNC – Chapel Hill, working with all levels of faculty, staff and directors. Since 1992, her experience spans the private and public sectors, flagship universities and prominent health care centers as well as retail, manufacturing and service operations. She has earned the Society of Human Resources Highest designation: Senior Professional in Human resources: SPHR.
Academic Credentials	B.A.
Experience	Full Time Years 20
Fee	Contact us for details
Second Language	Spanish and German

Organization	<i>Interactive Employment Training, Inc.</i>
Contact Name	Robert D. Lipman 500 North Broadway, Suite 105 Jericho, NY 11753
Telephone	1-888-HR-TRAIN
Fax	(516) 931- 0300
E-Mail	lipman@hrtrain.com
Website	www.hrtrain.com
Professional Credentials	IET provides customized online training on sexual harassment prevention. Trainers include experienced employment attorneys. Course has been used by the United States Department of Justice and approved by the EEOC for Consent Decree training. Course won Human Resource Executive's Top 10 Training Award.
Academic Credentials	Robert D. Lipman, Esq.–B.S., Cornell University School of Industrial and Labor Relations; J.D., Buffalo University Law School. Allison Plesur-B.S., Cornell University School of Industrial and Labor Relations; J.D., New York Law School. David A. Robins, Esq.–B.S., University of Pennsylvania; J.D., NYU Law School.
Years	IET was founded in 1996
Fee	Customized course for up to 34 users - \$850. Volume discounts apply.
Second Language	Spanish

Organization	<i>Interfacet, Inc.</i>
Contact Name	Deborah Volberg Pagnotta 3 Barker Avenue, Suite 180 White Plains, NY 10601
Telephone	(914) 997-8888
Fax	(914) 682-0708 TDD N/A
E-Mail	interfacet@aol.com
Website	www.interfacet.com
Professional Credentials	Provides tailored sexual harassment, anti-discrimination and cultural diversity trainings for myriad organizations, private and public; trainers are practicing attorneys and human resource specialists with broad, long-term expertise in employment discrimination issues.
Academic Credentials	Staff holds degrees in various disciplines.
Experience	Full Time Years 20+
Fee	2 ½ hour training session: \$1500
Second Language	No

Organization	<i>Longview Associates, Inc.</i>
Contact Name	Marina London 222 Bloomingdale Road, Suite 403 White Plains, NY 10605
Telephone	1-800-666-5327
Fax	(914) 683-0037 TDD N/A
E-Mail	mlondon@problemshavesolutions.com
Website	www.problemshavesolutions.com
Professional Credentials	10+ years of corporate training experience; provides sexual harassment training to employees, managers and train the trainer for the staff; CEAP (Certified Employee Assistance Professional); extensive consulting experience with corporations on implementing sexual harassment policies and procedures. Training sessions for not-for-profit educational and business settings. New product for 2004: How To Investigate A Sexual Harassment Complaint.
Academic Credentials	B.A, Psychology, Yale University; M.S., Social Work, Columbia University.
Experience	Full Time Years 10+
Fee	\$500 - flexible for non-profit organizations
Second Language	No

Permanent Commission on the Status of Women

18-20 Trinity Street, Hartford, CT 06106
(860) 240-8300 – phone
(860) 240-8314 – fax
pcsw@cga.ct.gov -- email
www.cga.ct.gov/pcsw -- website

Organization	<i>The Workplace Alliance, LLC</i>
Contact Name	Loretta M. Vasso, M.S., CAC 1832 Sharon Road Meadowbrook, PA 19046
Telephone	(215) 692-2753
Fax	(215) 914-0280 TDD N/A
E-Mail	lvasso@excite.com
Professional Credentials	Training experience since 1989; specializing in Sexual Harassment Prevention since 1993. Psychotherapist in private practice; Certified Alcohol & Drug Counselor (CAC).
Academic Credentials	M.S., Counseling Education, Central CT State University; B.G.S., University of Connecticut; A.S., Drug & Alcohol Rehabilitation Counselor Program (DARC), Manchester Community College.
Experience	Part Time Years 16
Fee	\$250 per hour, plus \$5/pp for materials
Second Language	No

Appendices

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Regulations For:

Sexual Harassment Posting & Training Requirements

Regulations of Connecticut State Agencies
§§ 46a-54200 – 46a54-207
[Effective February 24, 1993]

Connecticut Commission on Human Rights and Opportunities (CHRO)

21 Grand Street
Hartford, CT 06106
(860) 541-3400

Permanent Commission on the Status of Women

18-20 Trinity Street, Hartford, CT 06106
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Sexual Harassment Posting And Training Requirements

Section 46a-54-200. DEFINITIONS

For purposes of sections 46a-54-200 through 46a-54-207, inclusive:

- (a) "Sexual Harassment" means any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, 2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or 3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.
- (b) "Employer" includes the state and all political subdivisions thereof, including the General Assembly, and means any person or employer with three or more persons in his employ.
- (c) "Employer Having Fifty or More Employees" means the state and all political subdivisions thereof, including the General Assembly, and means any person or employer who has a total of fifty or more persons, including supervisory and managerial employees and partners, in his employ for a minimum of thirteen weeks during the previous training year.
- (d) "Employee" means any person employed by an employer, but shall not include any individual employed by his parents, spouse or child, or in the domestic service of any person.
- (e) "Supervisory Employee" means any individual who has the authority, by using her or his independent judgment, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibility to direct them, or to adjust their grievances or effectively to recommend such actions.
- (f) "Commission" means the Commission on Human Rights and Opportunities created by section 46a-52 of the Connecticut General Statutes.
- (g) "Training year" means the period of time from October first in any calendar year through September thirtieth in the following calendar year.

Section 46a-54-201. POSTING REQUIREMENT FOR EMPLOYERS HAVING THREE OR MORE EMPLOYEES

- (a) Employers with three or more employees must post notices to employees concerning the illegality of sexual harassment and remedies available to victims of sexual harassment.
- (b) Such information shall include, but is not limited to:
 - (1) The statutory definition of sexual harassment and examples of different types of sexual harassment;
 - (2) Notice that sexual harassment is prohibited by the State of Connecticut's Discriminatory Employment Practices Law, subdivision (8) of subsection (a) of section 46a-60 of the Connecticut General Statutes;
 - (3) Notice that sexual harassment is prohibited by Title VII of the 1964 Civil Rights Act, as amended, 42 United States Code section 2000e et. seq.; and
 - (4) The remedies available, including but not limited to:
 - (A) Cease and desist orders,
 - (B) Back pay,
 - (C) Compensatory damages, and
 - (D) Hiring, promotion or reinstatement;
 - (5) Language to the effect that persons who commit sexual harassment may be subject to civil or criminal penalties;
 - (6) The address and telephone number of the Connecticut Commission on Human Rights and Opportunities; and
 - (7) A statement that Connecticut law requires that a formal written complaint be filed with the Commission within one hundred and eighty days of the date when the alleged sexual harassment occurred; and
 - (8) Any and all notices so posted will have the heading, "SEXUAL HARASSMENT IS ILLEGAL," in large bold-faced type.
- (c) The Commission strongly recommends, but does not require, that the poster include:
 - (1) A statement concerning the employer's policies and procedures regarding sexual harassment and a statement concerning the disciplinary action that may be taken if sexual harassment has been committed; and
 - (2) A contact person at the place of employment to whom one can report complaints of sexual harassment or direct questions or concerns regarding sexual harassment;
- (d) A model poster is appended to these regulations.

Section 46a-54-202. WHERE TO POST

Employers must place, and keep posted, notices in prominent and accessible locations upon its premises where notices to employees are customarily posted. Notices must be posted at each employer facility in such a manner that all employees and applicants at that facility will have the opportunity to see the notices on a regular basis.

Section 46a-54-203. WHEN TO POST

- (a) All employers with three or more employees shall post notices as soon as practicable after the effective date of these regulations, but no later than forty-five (45) days after the effective date of these regulations.
- (b) An employer shall promptly replace notices that are removed, destroyed or defaced.

Section 46a-54-204. POSTING AND TRAINING REQUIREMENTS FOR EMPLOYERS HAVING FIFTY OR MORE EMPLOYEES

- (a) An employer having fifty (50) or more employees shall comply with the posting requirements set forth in sections 46a-54-200 through 46a-54-207, inclusive.
- (b) An employer having fifty (50) or more employees must also provide two hours of training and education to all supervisory employees of employees in the State of Connecticut no later than October 1, 1993 and to all new supervisory employees of employees in the State of Connecticut within six months of their assumption of a supervisory position. Nothing in these regulations shall prohibit an employer from providing more than two hours of training and education.
- (c) Such training and education shall be conducted in a classroom - like setting, using clear and understandable language and in a format that allows participants to ask questions and receive answers. Audio, video and other teaching aides may be utilized to increase comprehension or to otherwise enhance the training process.
- (1) The content of the training shall include the following:
 - (A) Describing the federal and state statutory provisions prohibiting sexual harassment in the work place with which the employer is required to comply, including, but not limited to, the Connecticut discriminatory employment practices statute (section 46a-60 of the Connecticut General Statutes) and Title VII of the Civil Rights Act of 1964, as amended (42 U.S.C. section 2000e, and following sections);
 - (B) Defining sexual harassment as explicitly set forth in subdivision (8) of subsection (a) of section 46a-60 of the Connecticut General Statutes and as distinguished from other forms of illegal harassment prohibited by subsection (a) of section 46a-60 of the Connecticut General Statutes and section 3 of Public Act 91-58;
 - (C) Discussing the types of conduct that may constitute sexual harassment under the law, including the fact that the harasser or the victim of harassment may be either a man or a woman and that harassment can occur involving persons of the same or opposite sex;
 - (D) Describing the remedies available in sexual harassment cases, including, but not limited to, cease and desist orders; hiring, promotion or reinstatement; compensatory damages and back pay;
 - (E) Advising employees that individuals who commit acts of sexual harassment may be subject to both civil and criminal penalties; and
 - (F) Discussing strategies to prevent sexual harassment in the work place.
- (2) While not exclusive, the training may also include, but is not limited to, the following elements:
 - (A) Informing training participants that all complaints of sexual harassment must be taken seriously, and that once a complaint is made, supervisory employees should report it immediately to officials designated by the employer, and that the contents of the complaint are personal and confidential and are not to be disclosed except to those persons with a need to know;
 - (B) Conducting experiential exercises such as role playing, coed group discussions and behavior modeling to facilitate understanding of what constitutes sexual harassment and how to prevent it;
 - (C) Teaching the importance of interpersonal skills such as listening and bringing participants to understand what a person who is sexually harassed may be experiencing;
 - (D) Advising employees of the importance of preventive strategies to avoid the negative effects sexual harassment has upon both the victim and the overall productivity of the work place due to interpersonal conflicts, poor performance, absenteeism, turnover and grievances;
 - (E) Explaining the benefits of learning about and eliminating sexual harassment, which include a more positive work environment with greater productivity and potentially lower exposure to liability, in that employers—and supervisors personally—have been held liable when it is shown that they knew or should have known of the harassment;
 - (F) Explaining the employer's policy against sexual harassment, including a description of the procedures available for reporting instances of sexual harassment and the types of disciplinary actions which can and will be taken against persons who have been found to have engaged in sexual harassment; and
 - (G) Discussing the perceptual and communication differences among all persons and, in this context, the concepts of "reasonable woman" and "reasonable man" developed in federal sexual harassment cases.
- (d) While not required by these regulations, the Commission encourages an employer having fifty (50) or more employees to provide an update of legal interpretations and related developments concerning sexual harassment to supervisory personnel once every three (3) years.

Section 46a-54-205. EFFECT OF PRIOR TRAINING

- An employer is not required to train supervisory personnel who have received training after October 1, 1991 that:
- (1) substantially complies with the required content of the training set forth in subsection (c)(1) of section 46a-54-204; and
 - (2) was provided in a classroom setting and lasted at least two hours.

Section 46a-54-206. TRAINERS

An employer required to provide training by these regulations may utilize individuals employed by the employer or other persons who agree to provide the required training, with or without reimbursement.

Section 46a-54-207. RECORD KEEPING

- (a) The Commission encourages each employer required to conduct training pursuant to Public Act 92-85 to maintain records concerning all training provided.
- (b) Such records may include, but are not limited to:
 - (1) documents sufficient to show the content of the training given, such as the curriculum;
 - (2) the names, addresses and qualifications of the personnel conducting the training;
 - (3) the names and titles of the personnel trained and the date or dates that each individual was trained;
- (c) The Commission encourages employers to maintain any such records for a minimum of one year, or if a discriminatory practice complaint is filed involving personnel trained, until such time as such complaint is finally resolved.

SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by the Connecticut Discriminatory Employment Practices Act (Section 46a-60(A)(8) Of The Connecticut General Statutes) and Title VII Of The Civil Rights Act of 1964 (42 United States Code Section 2000e Et. Seq)

Sexual Harassment means “any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment.
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decision affecting such individual; or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.”

Examples of Sexual Harassment include: Unwelcome sexual advances; suggestive or lewd remarks; unwanted hugs, touches, kisses; requests for sexual favors; retaliation for complaining about sexual harassment; derogatory or pornographic posters, cartoons, drawings, or e-mail messages.

Remedies for Sexual Harassment may include: cease and desist orders; back pay; compensatory damages; hiring, promotion or reinstatement. Individuals who engage in acts of sexual harassment may also be subject to civil and criminal penalties.

If you feel that you have been discriminated against, contact:

The Connecticut Commission on Human Rights and Opportunities (CHRO), 21 Grand Street, Hartford, Connecticut 06106. (Telephone Number 860-541-3400 or 800-477-5737). Connecticut law requires that a formal written complaint be filed with the commission within 180 days or the date when alleged harassment occurred.

Contact {Employer’s Representative} if you have questions or concerns or believe that you or others are being sexually harassed.

Name(s) _____
Telephone Number _____
Unit _____

If you need additional information contact:

The Permanent Commission on the Status of Women

18-20 Trinity Street ♦ Hartford, Connecticut ♦ Telephone Number (860) 240-8300

E-Mail: pcsw@cga.ct.gov ♦ Website: www.cga.ct.gov/pcsw

Historical Statistics for Sexual Harassment Caseload

The Commission on Human Rights and Opportunities has a statutory responsibility to enforce human rights prohibiting illegal discrimination in employment, housing, public accommodations and credit transactions. It is the state enforcement agency responsible for the investigation of sexual harassment claims.

The following data describe the incident of sexual harassment in Connecticut in terms of "cases" filed each year. A multi-year comparison is shown.

Sexual Harassment Cases

Filed with the Connecticut Commission on Human Rights & Opportunities

	Employment Cases Filed with the CHRO	Sexual Harassment listed as one basis for a complaint	% of Employment Cases Filed Alleging Sexual Harassment
FY 2003-2004	2,236	225	10.1%
FY 2002-2003	2,211	236	10.7%
FY 2001-2002	2,827	196	6.9%
FY 2000-2001	3,346	244	7.2%
FY 1999-2000	3,346	244	7.3%
FY1998-1999	3,568	255	7.2%
FY 1997-1998	3,746	261	7.0%
FY 1996-1997	3,604	237	6.6%
FY 1995-1996	2,662	198	9%
FY 1994-1995	3,363	272	7%
FY 1993-1994	2,404	236	10%

Source: Commission on Human Rights and Opportunities